



# MPD RECRUITING AND RETENTION UPDATE FY18 Q4

*Fonda Fouché, Talent Management Officer*

*June 2018*

# MPD current compliment *(as of July 20th)*

Role	Number of employees
Commissioned Officers	1953
Police Recruit	101
Police Radio Dispatcher	128 <i>(next class starts August 2018)</i>
Police Service Technician	71 <i>(next class starts August 2018)</i>

# MPD attrition *(as of July 20th)*

	Police Services								
	Commissioned			Non-Commissioned			All Employees		
	Retirement	Resignation	Total	Retirement	Resignation	Total	Retirement	Resignation	Total
2012	43	31	83	10	25	55	53	56	138
2013	45	57	115	6	17	40	51	74	155
2014	77	83	168	17	23	52	94	106	220
2015	71	111	182	5	18	23	83	121	227
2016	72	68	140	10	35	45	81	103	185
2017	<b>70</b>	<b>65</b>	<b>135</b>	<b>6</b>	<b>37</b>	<b>43</b>	<b>76</b>	<b>102</b>	<b>178</b>
2018	46	35	81	3	19	22	49	54	103

# MPD recruiting and retention strategic plan

## *Executive summary*




Our strategic plan for recruiting and retaining MPD is centered on best practices.

Our #1 goal is to increase **MPD complement to 2,300 by 2020.**

In order to do this we have the following plan:

1. **Evolve City of Memphis culture:** build a culture focused on collaboration, innovation, accountability, and service
2. **Enhance police recruiting efforts:** add 200 new officers per year
3. **Enhance force multiplier recruiting efforts:** maintain complement of 125 PSTs and 142 dispatchers
4. **Lower sworn officer turnover to 2013 levels:** 115 sworn officers per year

# MPD Recruiting and Retention – Goal Progress

Goal	Target	Status	Comments
Enhance police recruiting efforts	Add 200 new officers per year		<ul style="list-style-type: none"> <li>• 85 graduated in Aug 17</li> <li>• 84 graduated in Jan 18</li> <li>• 69 currently in the Academy</li> <li>• 40 scheduled to start July 9<sup>th</sup></li> <li>• PR127 October 2018 -150 Recruits</li> </ul>
Enhance force multiplier recruiting efforts	Maintain complement of 100 PSTs and 142 dispatchers		<ul style="list-style-type: none"> <li>• Currently have 67 PSTs</li> <li>• 15 PST Recruits graduated in May</li> <li>• 4 Blue Path Candidates to start July 9<sup>th</sup></li> <li>• PST class to start August</li> <li>• PRD class to start August</li> </ul>
Lower sworn officer turnover to 2013 levels	115 sworn officers per year		<ul style="list-style-type: none"> <li>• 81 resigned/retired YTD</li> </ul>



# Retention Bonus Update

*Next Open Enrollment – July 23-August 3, 2018*  
*30 Eligible Employees*

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	Silver (3 – 5)	Gold (6 – 8)	Platinum (9 – 11)	Total Participants	CY17 Projected Amount (\$)	Take Rate
Agreement signed	69	323	149	541	\$1,082,000	75%
No agreement	42	94	35	171	\$0	
<b>Grand Total</b>	<b>111</b>	<b>417</b>	<b>184</b>	<b>712</b>	<b>\$1,082,000</b>	

# MPD Class Information

Cohort	Class Start Date	Recruiting Target
21 <sup>st</sup> Lateral (Out of State)	TBD	10
126 <sup>th</sup> Police Recruit(PR126)	July 9, 2018	40
BluePath(56 <sup>th</sup> PST)	July 9, 2018	15
57 <sup>th</sup> PST	August 20, 2018	50
6 <sup>th</sup> Fast Track (In State)	September 17, 2018	10
127 <sup>th</sup> Police Recruit(PR127)	October 1, 2018	150
22 <sup>nd</sup> Lateral (Out of State)	November 12, 2018	15

# Upcoming Initiatives and Action Plan

1. **Expanding recruitment efforts to target all cohorts(Basic Recruit, Lateral, and FastTrack) and increase application numbers**
  - National Recruitment Marketing Firm procurement
    - Develop strategic recruitment marketing campaign for all cohorts
  - Virtual Career Fair
    - Projected Date: Fall 2018
  - Chicago Road Show
    - Projected Date: September 2018
  - PoliceApp partnership
    - Unlimited job postings on PoliceApp.com
    - Boosted social media postings on PoliceApp pages
    - Full access to the PoliceApp Recruitment Lead Management (RLM) Tool
    - Postings on MPD's behalf on law enforcement recruitment sites, professional organizations, and college job boards
  - Jobs4Police.com partnership
    - In progress
    - Reaching over 735,000 Police & Fire Candidates & over 2125 Police & Fire Departments Monthly
  - National Fraternal Order of Police Partnership
    - Targeted recruitment of Lateral and FastTrack applicants
    - MPD will be highlighted recruitment agency during annual convention - August 2018
  - Expand advertising at University of Memphis home games
    - Will now include football home games

# Upcoming Initiatives and Action Plan

## **2. Relaunch of Best in Blue Campaign starting in July.**

- Media tour to discuss new requirements
- Roadshow starting in July
  - Seattle, WA
  - Chicago, IL and surrounding areas
  - Jackson, MS
  - Nashville, TN
  - Baton Rouge, LA
  - Mobile, AL
  - Little Rock, AR
  - Shreveport, LA
- Hired Full time employee to recruit for Blue Path
  - Developing a Recruitment Plan
  - Partnering with COPS program
- Recruit at Redbirds Home games
- Create a new JoinMPD website
- Offer Conditioning Camp for prospective applicants

## **3. Background Review Improvements**

- Benchmarking other cities
- Best practices to improve the process